FOR MYSORE STATE

Food and Agriculture (1951) Department

Mis SERIES.

G.O. No. 813 Food and Agriculture

Dated 20th April 1951.

[Despatch Abstract.]

Public Services— Madras Agricultural Service — Regional Deputy Directors of Agriculture and Agricultural Research Officers.— Revision of Scale of pay.- Orders

ABSTRACT:

PUBLIC SERVICES - Madras Agricultural Service - Regional Deputy Directors of Agriculture and Agricultural Research Officers - Revision of scale of pay - Ordered.

X-X-X-

In December 1949

The Director of Agriculture has proposed the grant of a separate scale of pay. The Expert Committee set up by the Government to review the progress of Agricultural Research has also recommended the creation of a separate cadre for these officers comparable in pay and status to the Executive Engineers of the Engineering Department. The Government have carefully examined the question and sanction the revision of the scale of pay of Regional Deputy Directors of Agriculture and Agricultural Research Officers from Rs.230-30/2-260/40/2-500-50/2-700 p.m. plus Rs.50/. special pay to Rs. 420-40/2-500-50/2-750/- p.m. The revision ~~xxxxxx~~ will take effect from 1-4-1951.

2. The question whether the revised scale should apply to direct recruits is under consideration and orders will be issue separately.

3. The extra expenditure will be debited to '40-b Superintendence ". - Necessary provision has been made in the budget estimate for 1951-1952.

4. The Director of Agriculture is requested to submit for the approval of Government through the Accountant General, a statement showing the present pay of the officers and the pay to be fixed in the revised scale.

(BY ORDER OF HIS EXCELLENCY THE GOVERNOR)

R.M. Sundaram,
Secretary to Government.

To The Director of Agriculture, Madras.
The Accountant General, through Finance.
The Public (Services) Department.
The Madras Public Service Commission.

(TRUE COPY)

SUPERINTENDENT.

V.N.M. 19/8/53

JC Shankar 19-8-53

SUMMARY.

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Food and Agriculture Dept.

The case deals with the proposals for fixation of pay of Regional Deputy Directors and Agricultural Research Officers.

2. Prior to 1935 the posts of Regional Deputy Directors of Agriculture and Heads of Research Sections in the Agricultural Department (present selection categories-3 and 4 in the Madras Agricultural Service) were held by members of the Indian Agricultural Service. When recruitment to this service was stopped in 1935 it became necessary to fill up these posts from the cadres of District Agricultural Officers and Assistant Research Officers in the Madras Agricultural Service. (present ordinary categories 5 and 6) which now carry a scale of pay of Rs.230-30/2-40/2-500-50/2-700/. p.m. The officers in the ordinary ... categories after promotion to the posts in the selection categories worked side by side with the officers belonging to the Indian Agricultural Service, but without any change in their emoluments. At present all the posts in categories 3 and 4 are held by members of the Madras Agricultural Serivce. The Regional Deputy Director of Agriculture is in charge of three to four districts, supervising the work of District Agricultural Officers and other officers (both Gazetted and non-Gazetted) in charge of departmental farms. Similarly the Head of an Agricultural Research Section supervises and coordinates the technical and administrative work of several Assistant Research Officers working under him in the Section. Although these officers of the selection categories (viz., Regional Deputy

Deputy Directors and Heads of Research Sections) are superior in status and supervise the work of the officers in the ordinary categories and thus shoulder greater responsibilities, it was anomalous that both these classes of officers were paid the same scale of pay viz. 230-700 per mensem. The question of removing this anomaly by sanctioning a separate higher scale of pay to these selection categories posts was considered several times in the past and was dropped for some reason or other. But in 1944 a special pay of Rs.50/- was however sanctioned by Government to the holders of these posts in recognition of their superior status. This was however a temporary remedy. In July 1949 the Director of Agriculture proposed the grant of separate scale of pay for these officers. The Expert Committee set up by the Government in 1949 to review the progress of the Agricultural Research in this State also recommended this. In G.O. Ms. 813, Food and Agriculture dated 20th April 1951, the Government thereupon sanctioned the revisio with effect from 1-4- 51, of the scale of pay of Regional Deputy Director of Agriculture and Agricultural Research Officers from Rs.230-700 per mensem plus a special pay of Rs.50/- per mensem to Rs.420-750 per mensem. (Subsequently it was also ordered that the persons recruited direct as Agricultural Research Officers should be paid only Rs.320/- during the period of probation). The Director of Agriculture was asked to submit for approval of Government through the Accountant General a statement showing the present pay of the officers and the pay to be fixed in the revised scale. On a reference from the Accountant General, it was subsequently clarified that the pay of all officers

was to be fixed in the revised scale as from 1-4-51.

3. On the question of fixation of pay in the revised scale the Accountant General pointed out that the special pay of Rs.50/- per mensem could not be taken into account for fixation of pay in the revised scale and that if it was not done some of the officers were likely to loose in emoluments. As it was not the intention of the Government that any person should loose in his emoluments, Orders were issued in Government Memorandum No. 43219 J/51-5 dated 15-9-51 that the special pay of Rs.50/- should be deemed to be pay for purposes of fixation of pay in the Revised scale.

4. The Accountant General thereupon forwarded a statement indicating the pay to be fixed in the revised scale of pay excepting in respect of two officers, namely Sri P.D. Karunak and Sri S.N. Venkataraman Iyer. In respect of these two officers the Accountant General pointed out that they were drawing pay in the old scale the maximum of which is Rs.750/- plus a special pay of Rs.50/- and requested the orders of Government for regulating their pay in the revised scale. On an examination of the proposals sent by the Accountant General it was seen that not only Sri P.D. Karunakar and Sri S.N. Venkataramana Iyer, but also certain others, namely Sri R. Balasubramaniam, Sri S. Ramachandran, Sri P. Krishna Rao, and Sri G. Venkatanarayana would also suffer in emoluments. So far sri P.D. Karunakar and Sri S.N. Venkataramanan it was proposed that they might be given a special personal pay to compensate their loss. The Finance Department agreed to this. Since then Sri S. N. Venkataramana Iyer has petitioned for permission to continue in the existing scale. In the case of the other four officers this Department recommended that their pay might be fixed at the next higher stage in the revised scale. The Finance Department, however, were strongly against this and

stated that the only proper course was to allow the officers the option of remaining in the old scale of pay as provided in F.R. 23. In view of the strong arguments adduced by Finance, this Department has agreed to their suggestion. It is thus proposed to allow the officers the option to come under the revised scale of pay or to continue under F.R. 23 to draw pay in the old scale viz. 250-750 or Rs.230-700 p.m. as the case may be plus a special pay of Rs.50 p.m. In view of this there is no question of fixation of pay of aany particular officer in the revised scale.

5. The next point is how the increment should be regulated. According to F.R. 26 (a) all duty in a time scale counts for increments in that scale ~~and~~ and not in any other scale. According to a strict interpretation the service already rendered in the existing scale cannot be counted for increment in the new scale. This will work severe hardship and will prevent several officers drawing Rs.380/- plus special pay of Rs.50/- from ~~xxxxxxxxxx~~ coming to the new scale. In some cases for instance persons drawing Rs.340 plus Rs.50/- special pay the hardship will not be apparent on the surface. As an illustration the case of Sri C. Jagannetha Rao may be noted. He is now drawing Rs.340/- plus a special pay of Rs.50/- p.m. from 16-7-1950. If he does not come into the new scale his emoluments will be Rs.380/- p.m. plus Rs.50/- special pay of 16-7-52. If he comes into the new scale from 1-4-51 and the service from 16-7-50 upto 1st April 1951 is not counted for increment in the new scale his next increment in the new scale raising his emoluments from Rs.420- to 460/- will fall

due only on 1-4-53. Thus he will have to draw lower emoluments for theperiod from 16-7-52 upto 1-4-53. This will be the case in respect of all officers who are now drawing Rs.340/- and above. This Department thus pointed out that drawal of pay in the revised scale would give frequent trouble. In order to avoid these difficulties, it was suggested that the officers should be allowed to count the service rendered in the old scale for the purpose of increment in the new scale. The Finance Department do now however agree to the proposal of this Department. They consider that it is open to any officer to continue in the existing scale under F.R. 23 and that any concession as posposed by this Department. will be objected to in audit. The Finance Department have not thus considered the special circumstances of the case. It is for consideration whether the proposal to allow as a special case in relaxation of F.R. 26 service in the old scale to be counted for increment in the new scale will be pressed for orders in circulation.

D.S

10/4/53.

The summary from p. 15 ante may be perused. Portions marked and B therein are for orders.

PORTION A. Option may be given to officers to remain in the old scale if it is profitable to them This has been agreed to by Finance

PORTION B The point raised by Fianance that service in the old scale should not be allowed to count for increment in the new scale. should be acceptable if the pay revision was conceived to ameliorate the pay by an upward revision. Actually it was not so . It was only a rationalisation to

to remove the anomaly of lower and higher category officers being borne on the same scale of p-.

The effect the anamoly had on the morale of the service could be appreciated by only those who had the slightest knowledge of the service. The strict application of F.R. 26 (a) will clerly result in hardship as illustrated in the example mentioned on page 17 ante and nullify the psychological relief which rationalisation was designed to give. This Department therefore suggests that since in the old scale may be allowed to be counted for a increment in the new scale. It is not a special favour but only the avoidance of creating another anomaly.

N. Murugesa Mudaliar,
D.S.14/4/52.

R.M. Sundaram. S.

H.M. Agri. 16/4/52.

I am opinion that H.M. (Fin) relation to rules should not be sought for the sake of anamolies arising out of invididual cases. There is sufficient provision in F.R. 23 that if it is advantage to an officer to continue in the old scale he can do so till such time as the new scale becomes advantageous to him. Under the circumstances I am unable to agree with the proposal to relax the rule. C. Subramaniam. 18/4/

H.M. Agir. may see minutes of H.M. Finance.

R.M. Sundaram. S. 21/4/52.

H.M. Agri. 24/4/52

ORDERS IN CIRCULATION ON. 19 ABOVE.

A draft memo is submitted below for

After issue the papers may be added to B .

Fin. had letter see

(Previous Fin. note on . 13 above.)

The orders in circulation on 19 above. and the draft memo below may be perused.

To A.s.

The draft below may now issue.

(ISSUED AS MEMO NO. 4319 J/51- 4 dated 2-5-52.)

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(TRUE COPY)

v.n.m. 19/8/53

SUPERINTENDENT.

Jc Chandler
K.V. Archivist